The background of the slide is a photograph of a green chalkboard. Two pieces of pink chalk are lying on the board, one standing upright and the other lying horizontally. There are faint, white chalk markings on the board, including a large 'C' on the left and some scribbles on the right.

# **HQ<sup>2</sup>: Highly Qualified Teachers & Paraprofessionals**

Arizona Department of Education

# Highly Qualified (HQ) Professionals

- Who must become highly qualified?
- What are the HQ requirements and deadlines?



Updated June 2005



# HQ Paraprofessionals

- Have a high school diploma or its equivalent, AND
- An associate's degree OR 48-60 credit hours (equivalent to two years of full-time study) from an accredited college/university, OR
- Have passed a state-approved paraprofessional exam
  - ETS ParaPro Assessment, 1-800-772-9476
  - MASTER Teacher's ParaEducator Learning Network [www.paraeducator.net](http://www.paraeducator.net) or call 1-800-669-9633
  - ACT WorkKeys Proficiency Certificate, 1-800-WORKKEY



# HQ Paraprofessionals' Deadline

- After January 8, 2002, must be HQ at time of hire for those in Title I Targeted Assistance and School-wide Programs
- Those hired prior to 1/8/02 have until the end of SY 2005-2006 to meet HQ requirements
- Non-instructional paraprofessionals must have a high school diploma or GED, but do not have to meet HQ requirements



# Which Teachers are Required to be HQ?

- Core Academic Subject Area Teachers ONLY
  - English
  - Reading/Language Arts
  - Mathematics
  - Art (Visual Arts & Music)
  - Foreign Language
  - Civics and Government
  - Economics
  - Geography
  - History
  - Science (including discrete sciences)





# HQ Elementary Teacher Requirements

- A Bachelor's degree, AND
- A valid AZ state certificate – intern, provisional, or standard only (excluding SPED, charter school teachers are exempted from certification requirements), AND
- Completion of the following:
  - **Passing score on the AEPA in the content area (first available in 1999)**
    - a. Teachers who have not taken the Elementary Education Subject Knowledge test, but have **three years of teaching experience\***, may use the AZ HOUSSE Rubric to demonstrate content area competency
      - \*May change to one year*




# HQ Middle, Junior High & High School Teacher Requirements

*Middle/Junior High School teachers = Departmentalized teachers with students in grade 7 and higher.*

- A Bachelor's degree, AND
- A valid AZ state certificate – intern, provisional, or standard only – (excluding SPED, charter school teachers are exempted from certification requirements), AND
- Completion of one of the following:
  - **Passing score on the AEPA in the content area (first available in 1999)**
  - **An advanced degree in the content area**
  - **National Board Certification (NBC) in the content area**
  - **A major or 24 credit hours in the content area**
    - a. Teachers unable to check off one of the bolded items above, who have **three years of teaching experience\***, may use the AZ HOUSSE Rubric to demonstrate content area competency

*\*May change to one year*



# HQ Requirements for SPED Core Academic Teachers of Record

- Bachelor's Degree, AND
- Full state certification (intern, provisional or standard) as a SPED teacher, AND
- Meet core academic HQ standards as other K-12 teachers do
  - In the case of instruction above the elementary level, have subject matter knowledge appropriate to students' AIMS testing level
- Non-core academic SPED teachers meet HQ requirements by meeting the first two bullets above





# HQ Teachers – AZ HOUSSE Rubric

- HOUSSE = High, Objective, Uniform, State Standard of Evaluation
- Teachers who earn 100 points or more by completing the rubric for their content area are highly qualified
- Content Area experience is demonstrated through:
  - Years of experience teaching the content area
  - College credits taken in the content area
  - Professional development workshops in the content area
  - Significant service related to the content area (Mentor, Chair/Team Leader, College instructor, etc.)
  - Awards, Presentations and Publications related to the content area
- District administrators are responsible for determining if an activity is worth points



# Certified vs. Highly Qualified

- All who are certified – holders of intern, provisional, or standard certificates – are NOT necessarily HQ
  - Certification focus: Pedagogical & Content Knowledge
  - HQ Focus: Content Knowledge



# Certified vs. Highly Qualified

- **Certified**
  - Elementary teachers with a valid out-of-state certificate receive a reciprocal provisional certificate and have up to one year to complete testing requirements (testing exempted in some cases)
- **Highly Qualified**
  - Elementary teachers with a valid AZ certificate, who have passed the Elementary Education Subject Knowledge Test OR successfully completed the HOUSSE rubric



# Certified vs. Highly Qualified

- **Certified**
  - K-8 Certification permits instruction in self-contained K-8 classrooms
  - Reading (K-12) and Mathematics Specialist (K-8) certificates permit instruction in those areas for the grades listed (15 semester hours of college coursework required for both certificates)
- **Highly Qualified**
  - 7/8 departmentalized teachers must pass their content area AEPA; or have a content area advanced degree; or National Board Certification in the content area; or a major/24 credit hours in the content area



# Certified vs. Highly Qualified

- Certified
  - Special Education (SPED) and English Language Learner teachers must be certified appropriately to deliver services to students
- Highly Qualified
  - SPED and ELL teachers who teach the core academic areas must meet HQ requirements for each core academic subject they teach



Updated June 2005



# Rural Flexibility

- Current multi-subject teachers in eligible school districts (REAP) who are HQ in at least one subject have until 2006-07 to meet HQ requirements in additional core academic subjects taught
- New multi-subject teachers who are HQ in one subject area have three years from the date of hire to meet HQ requirements for additional core academic subjects they teach

# Meeting the HQ Deadlines



Teacher	Deadline
Veteran, multi-subject teacher in a REAP district	Must be HQ in one subject, has until 2006-07 to become HQ in other subjects
New, multi-subject teacher in a REAP district	Must be HQ in one subject at the time of hire, has three years from that time to become HQ in other core areas
New, multi-subject Special Education teacher	Must be HQ in Math, Language Arts, or Science at the time of hire; has two years from that time to become HQ in other core areas
All other teachers	End of SY 2005-06

# How to Meet the HQ Deadlines by the end of SY 2005-06



- 5% of District Title I funds **MUST** be set aside to assist teachers and paraprofessionals in becoming HQ
- 10% of a school's Title I allocation **MUST** be set aside for professional development purposes if the school is in improvement status
- 10% of District Title I funds **MUST** be set aside for professional development if the district is in improvement status





# HQ Accountability

*As stated in Section 2141 of NCLB:*

- After three consecutive years of NOT meeting AYP AND annual measurable objectives related to HQ teachers, LEAs will not be permitted to use Title I funds to fund any paraprofessionals
- The state reserves the right to impose additional LEA sanctions in an effort to meet the state's goals for HQ teachers



# Where to Get More Information

- Title II-A Non-Regulatory Guidance from the U.S. Department of Education (USDOE)  
<http://www.ed.gov/programs/teacherqual/guidance.pdf>
- Title I Paraprofessionals Non-Regulatory Guidance from the USDOE  
<http://www.ed.gov/policy/elsec/guid/paraguidance.pdf>
- Districts Eligible for Rural Flexibility (REAP Districts)  
<http://www.ed.gov/programs/reapsrsa/eligible04/index.html>
- *No Child Left Behind: A Toolkit for Teachers*  
<http://www.ed.gov/teachers/nclbguide/toolkittoc.html>
- ADE's Highly Qualified Information and Forms  
[www.ade.az.gov/asd/hqtp](http://www.ade.az.gov/asd/hqtp)
- Title II Education Program Specialist, ADE  
(602) 364-2192